

FAQs for ADA due to COVID-19

Frequently Asked Questions for the Americans with Disabilities Act



1. Is COVID-19 a disability?

Normally, no, because it would likely not last long enough to qualify as a disability under the ADA. However, complications from COVID-19 may qualify as a disability.

2. Can I be assigned to a higher position as a reasonable accommodation?

No. A promotion or demotion may not be considered as a reasonable accommodation.

3. Am I entitled to a reasonable accommodation under the ADA to avoid exposing a family member who is at higher risk of severe illness from COVID-19 due to an underlying condition?

No. Requests for ADA accommodations are based on the employee's disability. The ADA does not require an employer to accommodate an employee based on the disability-related needs of a family member or an employee's association with any other person.

4. What should I do to request a reasonable accommodation if I have a medical condition that may put me at higher risk of severe illness from COVID-19?

Download the ADA Request for Accommodations form located at <https://dcsd.sharepoint.com/hr/Pages/Forms.aspx>. Submit the completed forms to the Employee Relations Team at ADArequests@dekalbschoolsga.org. A member of the team will reach out to you to discuss your request.

5. I already received reasonable accommodations prior to COVID-19. Can I now request an additional or altered accommodation?

Submit a request for additional or altered accommodation to the Employee Relations Team at ADArequests@dekalbschoolsga.org. A member of the team will reach out to you to discuss your request.

6. If I request an accommodation during a pandemic, can Employee Relations still request information and ask why an accommodation is needed?

Yes. Employee Relations may ask questions or request medical documentation to determine whether or not an employee has a qualifying disability and if an accommodation is needed.

7. I have requested an accommodation and I feel like my supervisor is retaliating against me. What should I do?

Employees are protected from retaliation or harassment for engaging in protected activity. Requesting and engaging in the reasonable accommodation process is protected activity. It is crucial that managers participate in the process in good faith and consistently treat employees in a respectful manner throughout the process. Please contact the Department of Employee Relations with your concerns.

